

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH**

**F A C T   S H E E T**

**AUTHORIZATION FOR ACCEPTANCE OF THE  
MENTAL HEALTH SERVICES ACT WORKFORCE EDUCATION  
AND TRAINING PLAN FUNDING  
AND  
APPROVAL OF REQUEST FOR APPROPRIATION ADJUSTMENT  
FOR FISCAL YEAR 2007-08  
(ALL SUPERVISORIAL DISTRICTS)  
(4 VOTES)**

**REQUEST**

1. Authorize the acceptance of Mental Health Services Act (MHSA) funding from the California State Department of Mental Health (SDMH) for research, planning, and development of a Workforce Education and Training (WET) Plan for the County of Los Angeles public mental health system in the amount of \$2,450,147. This MHSA funding was awarded for development of a 3-year comprehensive multi-lingual, multi-cultural WET Plan. It will address the retention, recruitment, education, and training needs of the existing public mental health workforce and students committed to delivering mental health services to the public post-graduation. The Plan's objective is to improve the delivery of services under the Department of Mental Health's (DMH) implemented MHSA Community Services and Supports (CSS) Plan, as well as services being developed under the MHSA Prevention and Early Intervention Plan (PEI).
2. Authorize DMH to fill 20 ordinance/20 Full-Time Equivalent (FTE) positions in excess of what is provided for in DMH's staffing ordinance, pursuant to Section 6.06.020 of the County Code and subject to allocation by the Chief Executive Office (CEO). The research, planning, and development allocation will provide continued funding for these items until the MHSA WET Plan is submitted, approved by the State, and incorporated in the DMH's FY 2008-09 Budget.
3. Approve the Request for Appropriation Adjustment fully funded by State MHSA funds, for Salaries & Employee Benefits (S&EB) totaling \$911,000, and Services & Supplies (S&S) totaling \$848,000 for a total amount of \$1,759,000 for FY 2007-08. The Appropriation Adjustment will increase the DMH spending authority for the purpose of developing a workforce development and education plan to support the delivery of mental health services under MHSA. The MHSA funds will be allocated as detailed in the Spending Plan.

## **PURPOSE/JUSTIFICATION**

The Department submitted its request for funding of planning, research, and design activities under the WET component of the MHSA on July 18, 2007. SDMH subsequently approved the requested amount of \$2,450,147 on August 3, 2007. Board approval of the recommended actions will allow DMH to accept and receive MHSA funding from SDMH. This funding will enable the Department to commence the research, planning, and community outreach necessary to develop a comprehensive public mental health system workforce development and education plan that will improve the County's ability to deliver services under the MHSA plans. These improvements will support recruitment and retention efforts, multi-lingual and multi-cultural service delivery, and early intervention and prevention of mental illness throughout the County.

## **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The MHSA, adopted by the California electorate on November 2, 2004, created a new permanent revenue source, administered by SDMH for the transformation and delivery of mental services provided by State and County agencies and requires the development of integrated plans for prevention, innovation, and system of care services. There are five (5) substantive plans that must be developed to access available MHSA funding: CSS, WET, PEI, Capital Facilities and Information Technology, and Innovation. CSS, the first plan to be released, is a conceptual framework designed to create a culturally competent mental health system, which promotes recovery and wellness for adults and older adults with severe mental illness and resiliency for children and youth with serious emotional disorders and their families. Developed in cooperation with stakeholders and approved by SDMH on February 14, 2006, and subsequently approved by your Board on May 30, 2006, the CSS Plan is being implemented by DMH to serve specific age groups and provide cross-cutting services for all age groups.

On July 24, 2007, SDMH released Proposed Three Year Program and Expenditure Plan Guidelines for FY 2006-07, 2007-08, and 2008-09 for the second MHSA plan, the WET component, for the development of a comprehensive workforce recruitment, retention and development strategy by each county. Understanding counties' immediate need for substantial research and planning to meet requirements in a timely manner, as well as early implementation of foundational education programs, SDMH is allowing each county access to fifteen percent of its estimated three-year funding allocation, or \$4,327,320 of \$28,848,800 for the County of Los Angeles. DMH is requesting early allocation in two (2) stages. This initial request, in the amount of \$2,450,147, will enable the Department to commence the research and planning necessary to develop a comprehensive plan for the recruitment, retention, development and education of the



public mental health workforce. This WET Plan will improve the County's ability to deliver services under MHSA. A second early funding request for approximately \$1,877,173 will be submitted to enable the Department to replicate, translate, expand and deliver successful, transformative mental health education programs to service providers, consumers and family members Countywide.

DMH proposes to develop a comprehensive local MHSA WET Plan in collaboration with mental health stakeholders using the existing MHSA Stakeholder process. The planning process is directed at the five (5) WET focus areas. (1) Workforce Staffing Support will enhance the existing CSS Plan and DMH training infrastructures needed for initial workforce assessment, educational program research, community planning, and curriculum design activities. (2) Training and Technical Assistance will involve data collection and analysis methodologies; community outreach and public meeting facilitation; and contract provider participation and liaising. (3) Mental Health Career Pathway Programs will develop career tracks within our public mental health system that will allow all individuals to enter and advance along pre-defined career paths. (4) Residency and Internship Programs will strengthen existing relationships and establish additional partnerships and affiliations with local academic training programs to ensure that psychiatrists, clinical social workers, clinical psychologists, nurses, and marriage and family therapists are prepared with specialized knowledge and skills needed to function successfully in a recovery-oriented public mental health system. (5) Financial Incentive Programs will develop strategies to meet current and future needs via incentives such as targeted stipends, scholarships, and loan forgiveness programs.

CEO and County Counsel have reviewed the proposed actions.

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